

रजिस्टर्ड नं० ल०-३३/प्र० एम० १४.



राजपत्र, हिमाचल प्रदेश

(असाधारण)

हिमाचल प्रदेश राज्यशासन द्वारा प्रकाशित

शिमला, सोमवार, 24 अप्रैल, 1989/4 वैशाख, 1911

हिमाचल प्रदेश सरकार

FINANCE DEPARTMENT

(PAY REVISION SECTION)

NOTIFICATION

Shimla-171002, the 29th March, 1989

No. Fin. (C)-B (7)-6/88—In continuation of this Department's notification of even number, dated the 27th January, 1989 and in pursuance of the provision contained under explanation No. 3 (h) of Rule-3 of the Himachal Pradesh Civil Services (Revised Pay) Rules, 1988, the Governor, Himachal Pradesh is pleased to notify Part-B to the Second Schedule as referred to

under para-2 of the notification *ibid* containing pay scales in respect of the following departments only as per Annexure enclosed:—

1. Printing and Stationery Department.
2. Police Department.
3. Home Guards and Civil Defence Department.
4. Fire Services Department.
5. Tribal Development Department.
6. Tourism Department and Civil Aviation.
7. Lokayukta.

M. K. KAW,
Financial Commissioner-cum-Secretary.

Sl. No.	Designation	No. of posts	Existing Scale	Revised Scale	Remarks
1	2	3	4	5	6
XIII—PRINTING AND STATIONERY					
1.	Deputy Controller	1	850—1700	2100—3700	
2.	Assistant Controller (Printing & Sta- tionery).	2	825—1580	2000—3500	
3.	Addressographer	1	400—600	950—1800	
4.	Franking Machine Attendant	1	400—600	950—1800	
5.	Paper Issuer	1	400—600	950—1800	
6.	Packer	4	325—495 +20/-S.P.	810—1440 +40/- S.P.	
7.	General Foreman	2	680—1120	1500—2640	
				1640—2925	
				w.e.f. 8-2-89.	
8.	Section Holder/Composing/Printing/Bind- ing/Mono/Computing/Offset)	9	510—940	1350—2400	
				1410—2460	
				w.e.f. 8-2-89.	
9.	Assistant Section Holder (Composing/ Printing/Binding).	6	450—800	1200—2100	
				1350—2400	
				w.e.f. 8-2-89.	
10.	Computor (Composing/Binding/ Printing).	3	450—800	1200—2100	
11.	Head Reader	1	570—1080	1500—2640	
12.	Print Order Reader	2	510—940	1350—2400	
			680—1120		
			[(S.G.)]		
13.	Senior Reader	1	450—800	1025—1800	
				1200—2100	
				w.e.f. 8-2-89.	

1	2	3	4	5	6
14.	Proof Reader	7	450—700	1025—1800	
15.	Revisor	2	400—660	950—1800	
				1025—1800	
				w.e.f. 8-2-89.	
16.	Compositor	60	400—660	950—1800	
				1025—1800	
				w.e.f. 8-2-89.	
17.	Mono Supercaster	1	-do-	-do-	
18.	Sr. Machineman	17	-do-	-do-	
19.	Jr. Machineman	12	400—600	-do-	
20.	Treadleman	6	400—600	-do-	
21.	Book Binder	22	-do-	-do-	
22.	Copy Holder	10	400—600	950—1800	
23.	Mono Mechanic	2	450—800	1200—2100	
24.	Mono Operator	7	450—800	1200—2100	
				510—940	
				(S.G.)	
25.	Mono Caster	9	400—600	950—1800	
26.	Impositor	2	400—600	950—1800	
27.	Ware House Operator	12	400—660	950—1800	
28.	Offset Operator	2	510—940	1500—2640	
				680—1120	
				(S.G.)	
29.	Process Etcher	1	450—800	1350—2400	
				510—940	
				(S. G.)	
30.	Mechanic (Press)	2	400—600	950—1800	
				510—940	
				(S.G.)	
31.	Mechanic (Elec.)	2	-do-	-do-	
32.	Galley Proof Pressman	3	325—495	810—1440	
				950—1800	
				w.e.f. 8-2-89.	
33.	Inker/Feederman	27	-do-	-do-	
34.	Press Daftari	32	-do-	-do-	
35.	Distributor/Type-Supplier	19	-do-	-do-	
36.	Mono Metal Melter	1	325—495	810—1440	
37.	Mono Machine Attendant	1	325—495	810—1440	
38.	Sheet Counter	2	325—495	810—1440	
39.	Binding Machine Attendant	13	300—430	750—1350	
				325—495	
40.	Forme Carrier	5	-do-	-do-	
41.	Forme Washer	2	-do-	-do-	
42.	Press Mazdoor	11	-do-	-do-	

1	2	3	4	5	6
43.	Offset Operator	2	570—1080	1500—2640	
44.	Vacume Printer	1	400—600	1200—2100	
45.	Litho Artist	1	620—1200	1500—2640	
46.	Offest Overseer	1	700—1200	1640—2925	
47.	Fly Boy (Offset)	2	325—495	950—1800	
48.	Dark Room Attendant	1	-do-	-do-	
49.	Photo Setter	1	450—800	1200—2100	
50.	Developer	1	400—600	950—1800	
41.	Security Guard	2	400—600	950—1800	
52.	Bus Conductor	1	400—600	950—1800	
53.	Feeder Man (Offset)	2	400—600	950—1800	
				1025—1800	
				w.e.f. 8-2-89.	
54.	Mechanic(Offset)	2	700—1200	1640—2925	
55.	Plate Grainer	1	325—495	950—1800	
56.	Junior Engineer (Mech.)	1	700—1200	1640—2925	
57.	Welder/Fitter	1	400—600	950—1800	
58.	Helper	1	325—495	810—1440	
59.	Fly Boy	2	300—430	950—1800	
60.	Camera Operator	1	450—800	1500—2640	
			510—940		
61.	Section Officer (S.A.S.)	1	800—1400 +50/- S.P.	1800—3200 +100/- S.P.	
62.	Superintendent Grade-I	1	825—1580	2000—3500	As per 1st Schedule.
63.	Superintendent Grade-II	3	750—1300	1640—2925	-do-
64.	Assistants	14	570—1080	1500—2640	-do-
			680—1120		
65.	Sr. Clerks/Clerks	17	400—600	950—1800	-do-
			510—800	1200—2100 (50:50)	
66.	Stenotypist	1	400—600	950—1800	-do-
			510—800 +25/- S.P.	1200—2100 +50/- S.P.	
67.	Typist	2	400—600	950—1800	
68.	Gestetner Operator	2	400—600	830—1470	-do-
				950—1800 personal to the existing incumbents	
69.	Driver	3	400—600	950—2100 +150/- S.P.	-do-
			510—800 +75/- S.P.	w.e.f. 16-7-87	
70.	Daftari	1	325—495 +20/- S.P.	810—1440 +40/- S.P.	-do-

1	2	3	4	5	6
71.	Peons	6			
72.	Chowkidars	7	300—430	750—1350	As per Is; Schedule
73.	Sweepers	9	325—495	810—1440	

Remarks—These posts are to be redesignated as well as qualifications for appointment to be revised so as to place them in the corresponding categories of skilled/semi-skilled staff as recommended by the Punjab Pay Commission. The recommendations of the Pay Commission are enclosed as Annexure-A to this Section.

ANNEXURE-A

SKILLED AND SEMI-SKILLED STAFF

The existing grade structure of the skilled and semi-skilled staff in various departments is highly diverse and presents a somewhat confused picture. The skilled and semi-skilled staff is employed mainly in the workshops of the Departments of Irrigation, P.W.D. (B&R), P.W.D. (P.H.), Transport and the Printing Presses of the Department of Printing and Stationery. It has been observed by us that the posts bearing the same designations in different departments carry different scales although the incumbents perform similar duties. So much so that even posts with the same designations in the same departments carry different scales. The mode of recruitment to identical/comparable categories differs from department to department. The qualifications prescribed for recruitment also vary from department to department even for same designations. There is thus need for rationalisation of the grade structure, designations, qualifications and mode of recruitment for the skilled and semi-skilled staff working in various departments.

Apart from the problems of different designations, different qualifications and different modes of recruitment presently prevailing in various departments there are no specified avenues of promotion for most of the categories of skilled and semi-skilled staff. Absence of specified promotional channels has led to resentment among such staff belonging to all categories.

At present, such staff below the supervisory levels is placed in the following scales:—

- (i) 325—495
- (ii) 400—600
- (iii) 400—660
- (iv) 450—700
- (v) 480—700
- (vi) 450—800
- (vii) 510—800
- (viii) 510—880
- (ix) 525—825
- (x) 570—1000

We have tried to standardise the designations for the skilled and semi-skilled staff working in various departments. The existing pay scales, recommended revised scales, and the suggested

designations are given in the table below:—

Sl. No.	Existing scales of pay	Revised scales of pay	Revised Designation
1	2	3	4
1.	325—495	810—1440	Helper
2.	400—600		
	400—660 } J	950—1800	Jr. Technician
3.	450—700 } J	1025—1800	Technician Grade-IV
4.	450—800 } J	1200—2100	Technician Grade-III
	510—880 } J		
	510—800 } J		
	525—825 } J		
5.	510—940	1350—2400	Technician Grade-II
6.	570—1000 } J	1410—2460	Technician Grade-I
	600—1000 } J		

The designation suggested have a general connotation and the specific trade of the technician can be mentioned in brackets.

As observed above, at present, different qualifications have been prescribed for the posts in the same scales of pay. Rules have not been framed for such staff in most of the departments and adhocism prevails in recruitment and promotions. We have discussed the matter with the Director of Industrial Training also. He has informed that for most of the technical trades, 2/3 years' certificate courses are conducted in I.T.I.s under the new pattern, the minimum qualification prescribed for admission to all certificate courses is matric and no course is now of less than two years duration. In order to standardise the qualifications, mode of recruitment and promotional channels we suggest that provisions on the following pattern may be incorporated in the rules—

Serial No.	Revised designation and revised scale of pay	Suggested mode of recruitment	Suggested qualifications for direct recruitment
1	2	3	4
(i)	Helper (810—1440)	Direct Recruitment	Under Matric with knowledge of trade concerned.
(ii)	Junior Technician (950—1800)	(a) Direct Recruitment—75%. (b) Promotion from Sl. No. (i) above 25%.	Matric with 2/3 years National Trade Certificate/National Apprenticeship Certificate in the trade concerned.
(iii)	Technician Grade-IV (1025—1800)	(a) Direct Recruitment 50%. (b) Promotion from Sl. No. (ii) above 50%.	Matric with 2/3 years National Trade Certificate/National Apprenticeship Certificate with 2 years experience as Jr. Technician under Government or in some Semi-Government Organisation.

1	2	3	4
(A) Technician Grade-III (1200—2100)	(a) Direct Recruitment 25%. (b) Promotion from Sl. No. (iii) above 75%.	Matric with 2/3 years National Trade Certificate/National Apprenticeship Certificate with five years experience as Jr. Technician/Technician Grade-IV under Government or in some Semi-Government Organisation.	
(v) Technician Grade-II (1350—2400)	(a) Promotion from Sl. No. (iv) above 75%. (b) Direct Recruitment 25%.	Matric with 2/3 years National Trade Certificate/National Apprenticeship Certificate and 7 years experience as Technician Grade-IV or in Technician Grade-III in the trade concerned of which at least 3 years should be as Technician Grade-III under the Government or some Semi-Government Organisation.	
(vi) Technician Grade-I (1410—2460)	(a) Promotion from Sl. No. above 50%. (b) Direct Recruitment 50%.	Matric with 2/3 years National Trade Certificate/National Apprenticeship Certificate and 7 years experience as Technician Grade-II and Technician Grade-III out of which 3 years should be as Technician Grade-II under the Government or under some Semi-Government Organisation.	

A Department shall have posts of skilled and semi-skilled staff of such levels only as are actually needed. The mode of recruitment suggested by us would need suitable modification in the light of the hierarchical levels existing in each department.

It is recommended that the aforementioned skilled and semi-skilled staff may be placed in the revised scales as proposed by us in this chapter against their existing scales and qualifications. Where the minimum qualification prescribed for the category in existing service rules are higher than those proposed by us against the existing pay scale of that category, that category may be given a higher revised scales/designation recommended by us for such qualifications. Needless to say that such higher qualification must be an essential job requirement. Where the minimum qualification prescribed for a category in the existing service rules are lower than those proposed by us against the existing pay scales of that category, that category may be given the revised scales/designation recommended by us against such existing pay scales and the qualifications suggested by us may be adopted and incorporated in the rules and made applicable to all future appointments.

We have rationalised the grade structure, qualification mode of recruitment and promotional channels for skilled and semi-skilled staff those trades for which Certificate Course exist in I.T.I.s. and other recognised similar technical institutions. As regards trades for which arrangements for training do not yet exist, the staff concerned may be given the revised scale as per

general conversion table recommended by us.

XIV - POLICE DEPARTMENT

Sl. No.	Designation	No. of Posts	Existing Scale	Revised Scale	Remarks
1	2	3	4	5	6
1.	Inspector	114	800—1400	1800—3200 with a start of Rs. 2000/-.	
2.	Sub-Inspector	403	620—1200	1640—2925 with a start of Rs. 1760/-.	
3.	Assistant Sub-Inspector	586	525—825	1350—2400	
4.	Head Constable	1770	450—700	1200—2100	
5.	Constable	7532	400—660	950—1800 with a start of Rs. 425/-	with a start of Rs. 1000/-.
6.	Dance Head Constable	619	-do-	-do-	
7.	Doctor	5	940—1850		Incumbents to draw pay in the pay scale as sanctioned for correspond- ing posts in their parent Departments.
8.	Compounder	2	510—940		
9.	District Attorney	1	1200—1850		
10.	Assistant District Attorney	1	825—1580		
11.	Law Officer	5	825—1580		
12.	Section Officer	1	810—1400 +50/- S.P.		
13.	Statistical Officer	1	825—1580		
14.	Foreman	1	510—940	1350—2400	
15.	Fitter/Electrician/Mechanic	3	400—600	950—1800	
16.	Restorer/Water Carrier/Bhisti/Khalasi/ Mochi/Dhobi/Barerb/Tailor/Syce/Cook/ Jamadar/Ward servant/Painter.		300—430	750—1350	
17.	Painter/Welder/Carpenter	8	400—600	950—1800	
18.	Restorer	1	400—600	950—1800	
19.	Supdt. Grade-I	6	825—1580	2000—3500	As per first Schedule.
20.	Supdt. Grade-II	11	800—1400	1800—3200	-do-
21.	Assistants	56	600—1120	1500—2640	-do-
22.	Assistants	20	570—1080		-do-
23.	Sr. Scale Stenographer	2	600—1120	1500—2640 plus 80/- S.P.	-do-
24.	Sr. Scale Stenographer	3	570—1080	for one attached with the Head of Department.	-do-
25.	Jr. Scale Steno	8	510—800	1200—2100	-do-
26.	Stenotypist	50	400—600	950—1800 510—800 plus 25/- S.P. plus 50/- S.P.	-do-

1	2	3	4	5	6
27. Clerks	92	400—600	950—1800		As per first Schedule.
		510—800	1200—2100 (50:50)		
28. Industries		325—495	810—1440 plus plus 20/- S.P.	40/- S.P.	-do-
29. Class-IV :		Peon/Frash/Mali/Sweeper/Chowkidar/ Chowkidar-cum-Mali.	402	300—430	750—1300
					-do-

XV—HOME GUARDS AND CIVIL DEFENCE DEPARTMENT

1. Company Commander/Sr. Inspector/ Store Officer.	17	800—1400	1800—3200 with a start of Rs. 2000/-.		
2. Platoon Commander	7	620—1200	1640—2925 with a start of Rs. 1760/-.		
3. Civil Defence Inspector/Asstt. Store Officer/ 44 Chief Instructor/Admin. Officer.		700—1300	-do-	-do-	
4. Havildar Instructor/Quarter Master Havildar.	56	450—700	1200—2100		
		510—800			
5. Havildar Armourer/Havildar Orderly to C.G.	2	450—700	1200—2100		
		510—880 (S.G.)			
6. Electrician	1	400—600	950—1800		
7. Compounder	1	510—940	1410—2460		
8. Despatch Rider/Orderly/Cleaner/Chowki- dar-cum-Messenger/Store-man/Mali/ Cook/Langri/Water Carrier/Barber/ Tailor/Cobbler/Dhobi/Sweeper.	34	300—430	750—1350		
	158	325—495 (S.G.)			
9. Centre Commander	3	800—1400	1800—3200		
10. Chief Instructor	1	825—1580	2200—4000		
11. Driver	46	400—660	950—2100 plus 150/- S.P. w.e.f. 16-7-87.		As per first Schedule.
		510—800 plus 75/- S.P.			
12. Supdt. Grade-II	1	800—1400	1800—3200		
13. Supdt. Grade-IV	2	620—1200	1610—2925		-do- Redesignated as Supdt. Grade-III.
14. Sr. Scale Steno	1	600—1120 plus 40/- S.P.	1500—2640 plus 80/- S.P. for those attached with Head of Department.		As per first Schedule.
15. Assistant/Accountant/Accounts Clerks	36	570—1080	1500—2640		
Clerks	36	400—600	950—1800		
		510—800	1200—2100 (50:50).		

1	2	3	4	5	6
17. Stenotypist		4	400—600	950—1800	As per first Schedule.
			510—800	1200—2100	
			plus 25/- S.P.	plus 50/- S.P.	
18. Gestetner Operator		1	400—600	830—1470/ 950—1800	-do-
				personal to the existing incumbent.	

XVI—FIRE SERVICES DEPARTMENT

1. Langri/Cook	3	300—430	750—1350		
		325—495			
2. Assistant	1	570—1080	1500—2640	As per 1st Schedule.	
		680—1120			
3. Clerks	20	400—600	950—1800	-do-	
		510—800	1200—2100 (50:50).		
4. Steno-typist	1	400—600	950—1800	-do-	
		510—800	1200—2100		
5. Peon/Sweeper/Chowkidar/Mali	9	300—430	plus 25/- S.P. plus Rs 50/- S.P.	750—1350	-do-
		325—495			

XVII—TRIBAL DEVELOPMENT DEPARTMENT

1. Assistant Commer.	1	1200—1850	2400—4000		
2. Deputy Director	2	940—1850	2200—4000		
3. Technical Assistant	1	700—1200	1640—2925		
4. Statistical Assistant	19	570—1080	1500—2640		
5. Computer-cum-Typist	11	400—660	950—1800		
6. Assistants	10	570—1080	1500—2640	As per 1st Schedule.	
7. Junior Scale Stenographers	9	510—880	1200—2100	-do-	
8. Clerk	4	400—600	950—1800	-do-	
		510—800	1200—2100 (50:50)		
9. Drivers	7	400—600	950—2100	-do-	
		510—800	plus 150/- S.P. w.e.f. 16-7-87.		
10. Peons	9	300—430	750—1350	-do-	

XVIII—TOURISM DEPARTMENT AND CIVIL AVIATION

1. Deputy Director	1	1200—1850	2400—4000
2. Supdt. Fossil Park	1	850—1700	2100—3700
3. Sr. Inspector	2	825—1580	2000—3500

1	2	3	4	5	6
4.	Inspector (Hotel)	4	600—1120	1500—2640	
			680—1120		
5.	Assistant Observator	6	400—600	950—1800	
6.	Tourist Information Assistant	5	570—1080	1500—2640	
			680—1120		
7.	Supdt. Grade-III	12	750—1300	1640—2925	As per 1st Schedule.
8.	Assistants	3	570—1080	1500—2640	-do-
			680—1120		
9.	Stenographer	1	570—1080	1500—2640 plus 80/- S.P. for those attached with Head of Department.	-do-
			680—1120		
			40/- S.P.		
10.	Driver	1	400—600	950—2100 plus 150/- S.P.	-do-
			510—800		
			plus 75/- S.P.	w.e.f. 16-7-87.	
11.	Clerk/Sr. Clerk	4	400—600	950—1800	-do-
			510—800	1200—2100	
				(50:50)	
12.	Sweeper-cum-Chowkidar	1	300—430	750—1350	-do-
13.	Peons	7			
			325—495		

XIX—LOKAYUKTA

1.	Under Secretary	1	1400—1850	3000—4500	
2.	Reader	1	825—1580	2000—3500	
3.	Process Server	1	325—495	810—1440	
			plus 20/- S.P. plus 40/- S.P.		
4.	Security Man (A.S.I.)	1	525—825		
5.	Inspector of Police	1	800—1400		The incumbents to draw pay
6.	Sub-Inspector of Police	1	620—1200		in the pay scale as sanctioned
7.	Asstt. Sub-Inspector of Police	1	525—825		for corresponding posts in
8.	Orderly Constable	1	400—600		their parent departments.
9.	Forest Ranger	1	700—1200		
10.	Forest Guard	1	400—600		
11.	Section Officer	1	825—1580	2000—3500	As per first
			1200—1700	plus 200/- S.P.	Schedule.
			plus 100/- S.P.		
12.	Private Secretary	1	825—1580	2000—3500	-do-
			1200—1700	plus 300/- S.P.	
			plus 150/- S.P.		
13.	Personal Assistants	2	800—1400	1800—3200	-do-
			plus 100/- S.P. plus 200/- S.P.		

1	2	3	4	5	6
14.	Assistant/Sr. Assistants	4	600—1120	1500—2640	As per first Schedule
			800—1400 (50:50)	1800—3200 (50:50)	
15.	Clerk/Sr. Clerk	4	400—600	950—1800	-do-
			510—800	1200—2100 (50:50)	
16.	Jr. Scale Steno	2	510—800 plus 30/- S.P.	1200—2100 plus 60/- S.P.	-do-
17.	Driver	4	400—660	950—2100 plus 300/- S.P.	-do-
			510—800 plus 150/- S.P.		
18.	Jamadar	1	325—495 plus 20/- S.P.	810—1440 plus 40/- S.P.	-do-
19.	Peons	3	300—430	750—1350	-do-
			325—495		
20.	Chowkidar	1	300—430	750—1350	-do-

Note.—(Common for all departments):

In case where an official has been granted Selection Grade on or before 31-12-87 in the existing scales he will be entitled to personal revised scale corresponding to such Selection Grade in accordance with the conversion table notified on 27-1-89 in part-A of the 2nd Schedule.

**FINANCE DEPARTMENT
(PAY REVISION SECTION)
NOTIFICATION**

Shimla-171002, the 22nd April, 1989

No. FIN. (C)-B(7)-6/88.—In Column No. 5 of Section XIII relating to the Department of Printing and Stationery, Himachal Pradesh against Serial Nos. 14, 16, 18, 27 and 41 of notification of even number dated the 29th March, 1989, the following pay scales be substituted:—

S. No.	Category	Revised Pay Scale (Col. 5)
14	Proof Reader	Rs. 1025—1800
		Rs. 1200—2100 w. e. f. 8-2-89
16	Compositor	Rs. 950—1800
		Rs. 1200—2100 w. e. f. 8-2-89
18	Sr. Machine-man	Rs. 950—1800
		Rs. 1200—2100 w. e. f. 8-2-89
27	Ware House Operator	Rs. 950—1800
		Rs. 1200—2100 w. e. f. 8-2-89
41	Forme Washer	Rs. 750—1350
		Rs. 810—1440 w. e. f. 8-2-89

By order,
M. K. KAWAS
Financial Commissioner-cum-Secretary.